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Instrument: EXHIBIT(S)

Control #: 202404041608
Index #: E2024003035

Date: 04/04/2024

Dias, Liyanagamage Ranganath Prabashwara

Time: 4:42:51 PM

University of Rochester

Total Fees Paid: $0.00

Employee:

State of New York

MONROE COUNTY CLERK'S OFFICE
WARNING – THIS SHEET CONSTITUTES THE CLERKS ENDORSEMENT, REQUIRED BY SECTION 317-a(5) & SECTION 319 OF THE REAL PROPERTY LAW OF THE STATE OF NEW YORK. DO NOT DETACH OR REMOVE.

JAMIE ROMEO

MONROE COUNTY CLERK

EXHIBIT C

From: "Liesveld, Jane" <Jane_Liesveld@URMC.Rochester.edu>
Subject: **RE: [EXT] Fwd: Grievance**
Date: February 28, 2024 at 3:32:06 PM EST
To: Ranga Dias <rangadiaz@gmail.com>

Dear Professor Dias,
This is the update on the 2nd grievance.
As communicated previously, I received your e-mail with the attached document titled "Additional Grievance-Academic Freedom Concern" dated February 15, 2024. The UCTP met on February 26 and decided this grievance does not have prima facie merit as it was not submitted via the appropriate procedure As you know, the general grievance policy in the *Faculty Handbook* requires that you consult with the Provost before sending a grievance to UCTP so that both can decide whether we agree that the grievance has prima facie merit and involves issues of academic freedom. The UCTP committee believes this provision of the policy serves an important element of shared governance, and therefore this grievance, as is the case with all others, cannot bypass the Provost. Your allegations that he delayed action on your previous grievance and refused to recuse himself from subsequent involvement in the misconduct investigation are matters you may decide to grieve, but the University's process must still be followed. If you wish this grievance to go forward, please refer it to the Provost who can then refer it back to the UCTP where it will be given due consideration. Thanks for your patience with this process.

This is the procedure as outlined in the faculty handbook on page 42.
After consultation with the provost, any member of the faculty who believes that they have a general grievance that does involve the infringement of academic freedom may request the involvement of a Faculty Grievance Committee. The provost will then refer the case to the University Committee on Tenure and Privileges unless, in consultation with the University Counsel, the provost determines that the grievance should be referred to one of the other two processes described in this document. If so, the provost will inform the complainant of this determination and the procedures for those types of grievance will be followed instead.

In regard to the contract abrogation proceedings, as you state, the UCTP has been notified of this, but the committee has taken no action on this to date as it was received after our meeting. I believe the work of the first grievance committee is going forward as you indicate. We will stay in touch about all of this.

Jane

From: Ranga Dias <rangadiaz@gmail.com>
Sent: Tuesday, February 27, 2024 5:28 PM
To: Liesveld, Jane <Jane_Liesveld@URMC.Rochester.edu>
Cc: Robert Heist <rconnorh@rconnorlaw.com>
Subject: [EXT] Fwd: Grievance

Dear Prof. Liesveld,

I hope this email finds you well.

It has come to my attention that the University has communicated with the UCTP, requesting the initiation of employment termination proceedings against me. As you know, I have previously lodged two grievances with the UCTP. In response to the first grievance, it is my understanding that the UCTP has convened a committee and has sought confirmation from me regarding my availability for a preliminary interview. I have indicated that I am available on Friday afternoons and am currently awaiting the scheduling of a specific date for such an interview.

Regarding the second grievance, I am aware that it has been forwarded to the Provost, who is implicated in both the first and, to some extent, the second grievance. Could you please provide an update on the status of this second grievance?

In light of the communication received from the Provost, who is mentioned in the grievances previously submitted, I respectfully request that the UCTP prioritize addressing my grievances prior to moving forward with the termination proceedings requested by the University. Furthermore, I urge the UCTP to ensure that the Article 78 proceedings are comprehensively resolved before considering the University's request for termination, which I believe is retaliatory in nature due to my prior grievances.

I appreciate your attention to these matters and are available should you need further clarification or additional information.

Regards,
Ranga

---------- Forwarded message ---------
From: **Dias, Liyanagamage** <rdias@rochester.edu>
Date: Sat, Feb 17, 2024 at 6:31 PM
Subject: Fwd: Grievance
To: Ranga Dias <rangadiaz@gmail.com>

Begin forwarded message:

From: "Liesveld, Jane" <Jane_Liesveld@URMC.Rochester.edu>
Subject: Grievance
Date: February 17, 2024 at 5:07:28 PM EST
To: "Dias, Liyanagamage" <rdias@rochester.edu>

Ranga,
I am in receipt of your e-mail with the attached document titled “additional grievance” from 2/15. I will forward this to the other UCTP members and to the provost’s office (Kevin McFarland) for determination of prima facie merit which is the next prescribed step in the handling of this grievance. We will then communicate back to you regarding that determination. I trust that if the provost has a conflict of interest that a designee(s) would examine this grievance request. I am not aware of intentional delays from the provost’s office regarding your prior grievance. The committee is formed independently of the academic lead designation, but the provost’s office does determine who the lead will be and does provide support to the grievance committee. Those are provisions stated in the grievance procedures.
Best,
Jane

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Ranga Dias
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